

20 June 1978

MEMORANDUM FOR: Director of Personnel

ATINTL

FROM : [REDACTED]  
Chief, Review Staff, OP

SUBJECT : Uniform Fitness Report Schedules

1. The uniform Fitness Report schedule to support the uniform promotion system has come a cropper . . . and we will either need a Solomon or a Napoleon to work it out.

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2. DDO has reviewed and massaged the proposed schedule, which adjusts to Office of Communication's concerns and is acceptable to everyone else, and claims not to be able to live with it. Overlapping review sessions cause problems of physical space and the close-on schedule of GS-13 and GS-14 uses up too many of the same graded panel members during the summer when there is also shortage (~~I don't think they like change~~) of candidates for panel membership due to transfers and rotations. DDO/CMS has come up with a schedule they like, but which [REDACTED] says defeats the entire purpose of sequential movement ending with the GS-14 to GS-15 promotion exercise coming last in the fiscal year. (Unfortunately, the fiscal year ends in September, not June, and is not subject to DDO preferences.)

3. I have discussed the problem with [REDACTED] and company and they are adamant DDO cannot live with our proposed original schedule, even with a some small adjustment of the GS-13 review. I can see only two ways to go: STATINTL

a. Have DDCI order them to use the schedule agreed to by all others. (This might create some few changes in their panel system, but I doubt earth shaking.)

b. Allow DDO to match the promotion dates of the rest of the Agency, but run their own Fitness Report schedule. This apparently would satisfy them. I am not quite sure how they would work it, but suspect their panel reviews and recommendations would go on much as the schedule

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is now, and action to implement would be held up until the promotion date. I would think the delayed action would create even more employee discontent . . . e.g., "I was evaluated six months ago and turned down, and in the mean time I've recruited 7 agents . . . why is this not considered now" - or alternatively, a highly ranked person could bomb.

4. I have a memorandum ready for the DCI finessing the Fitness Report schedule with a recommendation that when we get agreement you could approve. However, if we have to go the route of differing schedules, I would think this should be indicated. Could we discuss?



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